

Indiana's Best Practices Celebrating Diversity

Many Communities...One Indiana

The seal of the State of Indiana is a large, faint, circular watermark in the background. It features the text "SEAL OF THE STATE OF INDIANA" around the top and "1816" at the bottom. The central image depicts a landscape with a rising sun, a river, and a person on a boat.

A Resource Manual of Diversity Programs & Activities

1999 EDITION

Provided By

Indiana Civil Rights Commission

Indiana's Best Practices Celebrating Diversity *Many Communities...One Indiana*

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OFFICE OF THE GOVERNOR

INDIANAPOLIS, INDIANA 46204-2797

FRANK O'BANNON
GOVERNOR



My Fellow Hoosiers,

I constantly receive letters from Hoosiers of all ages and backgrounds, asking what they can do to overcome the racial barriers that divide us.

That's why I asked the Indiana Civil Rights Commission to compile a resource book of successful race relations programs here in our state. With this collection of "best practices," individuals, organizations and communities can share ideas that work, then implement the activities that seem to fit best for them.

This book, the first of its kind, is being distributed to schools, libraries, mayors and other government officials, law enforcement agencies, churches, service organizations and businesses throughout Indiana. You can also find it on the Internet at www.state.in.us.icrc where we will keep updating it.

Incidentally, from President Clinton's national Initiative on Race, there is a list of community race relations programs and dialogues from all across the nation at www.whitehouse.gov/initiatives/oneamerica. Known as "Promising Practices," this, too, can help communities start their own efforts to promote racial diversity.

Amid the Hoosier traditions of hospitality and good will, there simply is no place for prejudice. As Governor, I ask every Hoosier to help knock down the walls of prejudice. Prejudice harms our people and divides our state. It deprives those who hate - as well as those who are hated - of the opportunities to realize their full potential.

I present this book, *Indiana's Best Practices Celebrating Diversity: Many Communities...One Indiana*, in hope that it will increase mutual understanding and respect, and help us treasure our differences rather than let those differences come between us.

Sincerely,

Frank O'Bannon



INDIANA
CIVIL
RIGHTS
COMMISSION

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Dear Friends,

As the Executive Director of the Indiana Civil Rights Commission (ICRC), I am pleased that our agency was chosen to produce a resource manual of racial diversity programs and activities currently in progress throughout the State of Indiana.

Indiana's Best Practices Celebrating Diversity: Many Communities...One Indiana is by no means inclusive of all available resources or diversity activities occurring in our state. Nor does the ICRC endorse one resource or activity over another. Instead, we encourage you to pick and choose from these ideas and materials to create a program which meets the specific needs of your community or organization.



Initially, we have identified 160 activities intended to improve race relations in 46 communities from throughout the state. Many of these events began with the simple desire to celebrate the achievements of minority populations. Sometimes the community was motivated to action in response to a proposed march by the Ku Klux Klan at the local court house. Frequently, employers acted pro-actively to prepare their work forces for successful competition in the expanding global economy. Many of these projects are based upon religious and moral convictions that we are "our brothers keepers." Despite the varied motivations for beginning the myriad of projects presented in this manual, a singular truth predominates: the success of these activities lies in their attendant processes of collaboration, sharing, out reach, and leadership.

I invite you to share this book with friends and colleagues and to contribute information about other activities you are currently aware of and as they may develop in the future. It is my hope that this manual stimulates a synergy that indeed binds us as One Indiana.

Very truly,

Sandra D. Leek
Executive Director

PREFACE

The compilation of this book turned out, to use a Hoosier analogy, to be much like searching for the coveted little morel mushrooms on a warm spring Indiana morning.

Being a very methodical person, I marched determinedly into the woods armed with a knapsack and a poking stick with every intention of turning over every leaf and finding every mushroom in the forest. I hadn't gone far before I realized that this was an impossible task. First of all, there were entirely too many leaves to look under; not to mention, there were new mushrooms constantly popping up where I'd already been! And so, as time grew short, I left with what I'd found and decided to go back another time for more.

Thus it was with *Indiana's Best Practices Celebrating Diversity*. Every diversity activity that I found led me to others. I also talked with dozens of people who were still in the preliminary stages of putting together new programs for their community or organization.

I hope that as you read through *Indiana's Best Practices Celebrating Diversity: Many Communities . . . One Indiana* its cause will get under your skin and into your heart the way it did mine. There are hundreds of Hoosiers, young and old; rich and poor; black, yellow, brown, red, and white who are doing something to make a difference, and the good news is, it's working.

Examine the resources in this book, and then bend them, turn them, mold them to fit your community's or organization's needs, and what ever it turns out to be will be better than what you had before you started.

Sincerely,

Judy Kochanczyk
Editor

New Best Practices

will be updated periodically on the
Indiana Civil Right's Commission's
web site: <http://www.state.in.us/icrc>

Hard copy updates

will be mailed semi-annually.
To receive a hard copy, call or fax
mailing information to the ICRC.

To submit new Best Practices

use the form on the following page or
call ICRC to request a form.

Office: (317) 232-2600

Toll Free: (800) 628-2909

Hearing Impaired: (800) 743-3333

Fax: (317) 232-6580

Indiana's Best Practices Celebrating Diversity

Racial/Ethnic Diversity Programs and Activities

Program/Event Title: _____

Sponsoring Organization: _____

Address: _____
Street City State ZipCode

Telephone Fax E-mail Web Site

Contact Person: _____
Last Name First Name

Address: _____
Street City State ZipCode

Telephone Fax E-mail

Additional Contact Person: _____
Last Name First Name

Address: _____
Street City State ZipCode

Telephone Fax E-mail

**To include your diversity program/activity in periodic updates of
Indiana's Best Practices Celebrating Diversity return this form to:**

Indiana Civil Rights Commission
Indiana's Best Practices
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Indianapolis, IN 46204

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[Turn to back side...](#)

Where/when do events/programs/services take place:_____

Purpose/Mission:_____

Description of event:_____

It would be helpful to include any informational attachments: announcement of event flier, copy of program or agenda, newspaper articles concerning event, logo, etc.

Name of those people/organizations who helped organize/co-sponsor the activity: _____

Funding/Donation sources:_____

Size of audience/audience feedback from activity:_____

Recommendations for other communities who would like to host a similar activity:_____

TABLE OF CONTENTS

Best Practices Celebrating Diversity

Index by Activity.	3
Index by Location.	9
Description of Best Practices.	17

Appendix A: Dialogue Guides

Benefits of a Dialogue on Race.	A: 1
Dialogue Directory Group and Research	A: 2
Overview of Dialogue Groups.	A: 3
<i>One America Dialogue Guide</i> (complete text).	A: 5
<i>Study Circles Resource Center Dialogue Guide</i> (partial text). . .	A:31
<i>Hope in the Cities Dialogue Guide</i> (partial text).	A:43

Appendix B: Additional Resources

Anti-Defamation League.	B: 2
Center for Living Democracy.	B:14
CES National Center for Diversity.	B: 3
Community Relations Service, U.S. Department of Justice.	B:16
Education Resources Information Center.	B:12
Educators for Social Responsibility.	B: 5
Facing History and Ourselves.	B: 8
Green Circle Program.	B: 4
Healing Our Nation.	B: 6
Hope in the Cities.	B: 1
Human Rights/Relations Commissions.	B:18
Indiana Historical Society.	B:17
Dr. Martin Luther King, Jr. Web Sites.	B:17
National Coalition Building Institute.	B:10

National Conference for Community and Justice.	B:13
National Multicultural Institute.	B: 2
One America Dialogue Guide & Web Site.	B: 1
One America: President Clinton's Initiative on Race.	B: 1
REACH (Respecting Ethnic and Cultural Heritage).	B:15
Reaching Out.	B:15
SHINE (Seeking Harmony in Neighborhoods Everyday).	B: 9
Study Circles Resource Center.	B: 7
Teaching Tolerance.	B:11
Viewing Race.	B: 6
World of Difference Institute.	B: 7

Appendix C: Supplemental Materials

Anti-Defamation League- <i>Books, Curriculum, Poster, Videos</i> . . .	C: 1
Allen County Implementation of Race/Education Project Timeline.	C:15
Center for Living Democracy- <i>Books, Best Practices Web Site</i> . . .	C:17
Carmel Clay Diversity Survey.	C:22
Educators for Social Responsibility- <i>Curriculum</i>	C:23
Facing History and Ourselves- <i>Videos</i>	C:25
Guidelines for Teaching Multicultural Content.	C:27
Hope in the Cities- <i>Books</i>	C:29
Indiana Historical Society- <i>Books</i>	C:31
Indiana State Police Class for Non-English Speaking Minorities. .	C:33
Indiana University Black History Month Calendar.	C:35
Indiana University Hispanic Heritage Month Calendar.	C:39
Lambert & Associates-Diversity Training and Consulting.	C:41
Martin Luther King, Jr. Holiday Suggestions & Guidelines.	C:45
National Multi Cultural Institute- <i>Diversity Trainer Guides</i>	C:44
REACH Center- <i>Curriculum</i>	C:49
Teaching Tolerance- <i>Books, Web Sites</i>	C:53
Ten Strategies for Interrupting Discriminatory Behavior.	C:64
Ten Things Americans Can Do To Promote Race Reconciliation. .	C:65
United Way of Allen County Inclusiveness Evaluation Tool.	C:67
Viewing Race- <i>Videos</i>	C:73
Zero Tolerance Policy	C:75

INDIANA'S BEST PRACTICES

ACTIVITY LISTINGS

ASIAN SERVICES AND EVENTS	
Bloomington: Indiana University Asian Culture Center	57
Elkhart: Focus on Asian Culture	201
Indianapolis: Asian Help Services	17
BLACK HISTORY MONTH	
Anderson: Human Relations Department	18
Elkhart: Black Expo	19
Elkhart: NAACP	20
Gary: Harambee Celebration	21
Gary: YWCA	203
Indianapolis: Guion Creek Middle School	22
Indianapolis: 100 Black Men	196
Kokomo: NAACP	23
Lawrenceburg: Greendale Middle School	24
Madison: Human Relations Commission	25
CHURCH/FAITH BASED INITIATIVES	
Carmel: Our Lady of Mt. Carmel Catholic Church	128
Columbus: First Presbyterian Church	36
Fort Wayne: First Presbyterian Church	89
Fort Wayne: MLK Reconciliation Service	163
Indianapolis: Baha'i Spiritual Assembly	37
Indianapolis: Castleton United Methodist	38
Indianapolis: Celebration of Hope	39
Indianapolis: Episcopal Diocese Task Force on Racial Reconciliation	40
Indianapolis: Indiana Partners for Christian Unity and Mission	41
Indianapolis: Interfaith Alliance	42
Indianapolis: Interfaith Leadership Council on Racial Reconciliation	106
Indianapolis: Jesus the Messiah Church	43
Indianapolis: Lawrence United Methodist Church	44
Indianapolis: Second Presbyterian Church	46
Indianapolis: St. John's Missionary Baptist Church	47
Indianapolis: United Methodist Church Metropolitan Ministries	17
Kokomo: St. Joan of Arc Catholic Church	139
Logansport: All Saints Parish	48
Marion: Black Ministerial Alliance	165
Martinsville: Faith Church	50
Martinsville: First Presbyterian Church	50
Martinsville: Ministerial Alliance	49

COLLEGES & UNIVERSITIES	
Butler University: Diversity Programs/Activities	51
DePauw University: Study Circles	53
Goshen College: Diversity Education	54
Indiana State University: Diversity Programs/Activities	55
Indiana/Purdue University: Multicultural Job Fair	68
Indiana University, Bloomington:	
Asian Culture Center	57
Groups Student Support Services Program	59
Kwanzaa Inc.	61
Office of African American Affairs	63
Office of Latino Affairs	65
Indiana University, Kokomo: Enhancing Minority Attainment Conference	66
Indiana University, South Bend: Study Circles	67
IUPUI: Teaching in a Pluralistic Society	69
Martin University: Workshops and Classes	70
Purdue, Calumet: Diversity Programs/Activities	72
Purdue, Lafayette:	
Black Cultural Center	73
International Center	74
COMMUNITY CELEBRATIONS & ATTRACTIONS	
Carmel: International Arts Festival	26
Fishers: Conner Prairie "Follow the North Star"	27
Indianapolis: Indiana Black Expo Summer Celebration	32
Indianapolis: Eiteljorg Museum	28
Indianapolis: Freetown Village	30
Indianapolis: Museum of Art "Africa Fest"	33
Lafayette: Museums at Prophetstown	170
Logansport: Performing Arts Council	34
West Lafayette: Global Fest	35
COMMUNITY RESPONSES TO RACIAL INCIDENTS	
Bloomington: Community Rally	76
Elkhart: Peace Rally	78
Frankfort: Hispanic Advisory Committee	79
Indianapolis: Indiana Civil Rights Commission, Hate Crimes Reporting Network	154
Indianapolis: Celebration of Peace & Respect	199
Martinsville: PRIDE	80
Mishawaka: CURE Rally	82
Rensselaer: Cultural Diversity Fair	83
DIALOGUE GROUPS	
Anderson: YWCA	84
Bloomington: Community Services Council of Bloomington and Monroe County	85
Columbus: ACCEPT	86
Corydon: NETWORK	87
Corydon: South Harrison Community Schools	88

Elkhart: Human Rights Commission	152
Fort Wayne: First Presbyterian Church	89
Fort Wayne: Junior League	90
Gary: YWCA	203
Greencastle: NAACP	91
Greencastle: DePauw University	53
Indianapolis: Hudson Institute, Race Relations Discussion Series	92
Indianapolis: YWCA	205
Jeffersonville: Concerned Citizens for Racial Harmony	93
Marion: Grant County Ethnic Diversity Task Force	95
Muncie: Human Rights Commission	96
Richmond: Human Rights Commission	97
South Bend: Human Rights Commission	98
South Bend: Indiana University	67
Terre Haute: Indiana State University	55
West Lafayette: Tippecanoe County Study Circles	94
DIVERSITY COALITIONS	
Bloomington: Bloomington United	76
Carmel: Hamilton County Diversity Committee	99
Columbus: Cultural Awareness Committee	100
Elkhart: Reaching Common Ground	101
Evansville: Diversity Network	102
Indianapolis: Finding Common Ground Initiative on Race Relations	103
Indianapolis: Greater Indianapolis Progress Committee	105
Indianapolis: Interfaith Leadership Council on Racial Reconciliation	106
Martinsville: PRIDE	80
EDUCATION	
Carmel: Diversity Committee	107
Corydon: Round Table Discussions	88
Elkhart: Black Expo Career Days	19
Elkhart: Community Schools Diversity Programs/Activities	108
Elkhart: NAACP African-American History Essay Contest	20
Fort Wayne: Allen County Local Education Fund	110
Fort Wayne: Community Schools Diversity Initiative	112
Fort Wayne: Community Schools Project Peace II	113
Hobart: Middle School PTA Multicultural Night	114
Indianapolis: "City at Peace" Documentary Film	115
Indianapolis: Guion Creek Middle School	22
Indianapolis: International Center of Indianapolis	116
Indianapolis: IPS Office of Multicultural Education	117
Indianapolis: Peace Learning Center	198
Indianapolis: Pike Township Schools	119
Indianapolis: Wayne Township Schools	120
Jeffersonville: "School Colors" Diversity Play	121
Lawrenceburg: Black History Month	24

Logansport: Community Schools Diversity Programs/Activities	122
Logansport: Native American Culture in Education	124
Martinsville: Diversity Initiatives	125
Terre Haute: Vigo County Schools Committee for Minority Recruitment	126
FIRE DEPARTMENTS	
East Chicago	127
HISPANIC/LATINO SERVICES & EVENTS	
Bloomington: Indiana University Office of Latino Affairs	65
Carmel: Our Lady of Mt. Carmel Catholic Church	128
Delphi: Head Start Hispanic Services	129
East Chicago: Association Benefiting Children of Puerto Rico	130
East Chicago: Puerto Rican Parade & Cultural Organization	131
Frankfort: Hispanic Community Services	132
Hammond: Indiana Chapter of National Conference of Puerto Rican Women	133
Indianapolis: Hispanic Center	134
Indianapolis: Hispanic Education Center	135
Kokomo: Indiana Migrant Head Start Program	137
Kokomo: St. Joan of Arc Catholic Church	139
Lafayette: Community Family Resource Center	141
Lafayette: Latino Coalition of Tippecanoe County	142
Logansport: All Saints Parish	48
Logansport: Community School Corporation	122
Logansport: Performing Arts Council	34
HEALTH SERVICES	
Indianapolis: Community Hospital	182
Indianapolis: Indiana Division of Mental Health	185
South Bend: Memorial Hospital and Health System	189
HOME OWNERSHIP/FAIR HOUSING INITIATIVES	
Elkhart: Human Rights Commission	152
Gary: Greater Northwest Indiana Association of Realtors	143
Gary: Indiana NAACP; Community Development Resource Center	144
Indianapolis: Builders Association of Greater Indianapolis	146
Indianapolis: Indiana Civil Rights Commission, Fair Housing Task Force	154
Indianapolis: Metropolitan Indianapolis Board of Realtors	147
Indianapolis: Sentry Home/HELP Realty	148

HUMAN RIGHTS COMMISSIONS	
Anderson	18
Bloomington	149
Columbus	150
East Chicago	151
Elkhart	152
Indiana Civil Rights Commission	153
Jeffersonville	164
Madison	25
Michigan City	155
Muncie	96,167
Richmond	97
South Bend	98
LAW ENFORCEMENT	
Bloomington	157
Columbus	156
Elkhart	152
Gary	157
Indianapolis	158
Logansport	159
DR. MARTIN LUTHER KING, JR. CELEBRATIONS	
Anderson	161
Columbus	162
Fort Wayne	163
Indianapolis, State of Indiana	153
Jeffersonville	164
Marion	165
Martinsville	49
Michigan City	166
Muncie	167
South Bend	168
NAACP	
Elkhart	20
Gary	144
Greencastle	91
Kokomo	23
NATIVE AMERICAN SERVICES & EVENTS	
Indianapolis: American Indian Center of Indiana	169
Indianapolis: Eitlejorg Museum	28
Lafayette: Museums at Prophetstown	170
Lebanon: American Indian Council	171

Logansport: Little Turtle Waterway Corporation	124
Peru: Miami Nation of Indians of the State of Indiana	172
UNITED WAY AGENCIES	
Bloomington: Community Services Council of Bloomington and Monroe County	85
Central Indiana	173
Fort Wayne	176
URBAN LEAGUES	
South Bend	178
WORK ENVIRONMENTS	
Columbus: Cummins Engine	179
East Chicago: Citywide Cultural Diversity Training	151
Fort Wayne: Norwest Bank	180
Indianapolis: BAA Indianapolis LLC	181
Indianapolis: Community Hospitals	182
Indianapolis: Dow Agro Sciences LLC	183
Indianapolis: Indiana Division of Mental Health	185
Indianapolis: Indiana State Personnel Department	187
Jeffersonville: American Commercial Lines	188
South Bend: Memorial Hospital & Health System	189
YOUTH PROGRAMS/ACTIVITIES	
East Chicago: African-American History Book Club	190
East Chicago: Cultural & Social Awareness Club	191
Gary: Northwest Indiana Arts & Humanities Consortium	192
Indianapolis: Children's Museum	193
Indianapolis: Heartland Film Festival; City at Peace Documentary Film	115
Indianapolis: Indiana Girl Scout Councils	195
Indianapolis: Indiana Civil Rights Commission, Youth Summit on Hate Crimes	154
Indianapolis: 100 Black Men of Indianapolis	196
Indianapolis: Peace Learning Center	198
Indianapolis: Youth as Resources	199
YMCA	
Indianapolis	200
Martinsville	80
YWCA	
Anderson	84
Elkhart	201
Fort Wayne	202
Gary	203
Indianapolis	204
Lafayette	206
Richmond	207
Terre Haute	208

GEOGRAPHIC LISTINGS	
ANDERSON	
Human Relations Department	18
Dr. Martin Luther King, Jr. Celebration	161
YWCA	84
BLOOMINGTON	
Bloomington United	76
Community Services Council of Bloomington and Monroe County	85
Human Rights Commission	149
Indiana University	
Asian Culture Center	57
Groups Student Support Services Program	59
Kwanzaa Inc.	61
Office of African-American Affairs	63
Office of Latino Affairs	65
CARMEL	
Carmel Clay Chamber of Commerce	99
Carmel Clay School Diversity Committee	107
International Arts Festival	26
Our Lady of Mt. Carmel Catholic Church	128
COLUMBUS	
ACCEPT	86
Cultural Awareness Committee	100
Cummins Engine	179
First Presbyterian Church	36
Human Rights Commission	150
Dr. Martin Luther King, Jr. Celebration	162
Police Department	156
CORYDON	
NETWORK	87
South Harrison Community Schools	88
DELPHI	
Head Start Hispanic Services	129
EAST CHICAGO	
Association Benefiting Children of Puerto Rico	130
Bessie Owens Neighborhood Center	190
Fire Department	127
Heritage Hall Neighborhood Center	191
Human Rights Commission	151
Puerto Rican Parade & Cultural Organization	131

ELKHART	
Black Expo	19
City of Peace Rally	78
Elkhart Community Schools	108
Human Rights Commission	152
NAACP	20
Reaching Common Ground	101
YWCA	201
EVANSVILLE	
Diversity Network	102
FISHERS	
Conner Prairie	27
FORT WAYNE	
Allen County Local Education Fund	110
First Presbyterian Church	89
Fort Wayne Community Schools	112,113
Junior League	90
Dr. Martin Luther King, Jr. Celebration	163
Norwest Bank	180
United Way of Allen County	176
YWCA	202
FRANKFORT	
Hispanic Advisory Committee	79
Hispanic Community Services	132
GARY	
Greater Northwest Indiana Association of REALTORS	143
City of Gary Harambee Celebration	21
Indiana NAACP Community Development Resource Center	144
Northwest Indiana Arts and Humanities Consortium	192
Police Department	157
YWCA	203
GOSHEN	
Goshen College	54
GREENCASTLE	
DePauw University	53
NAACP	91
HAMMOND	
Purdue Calumet	72
Indiana Chapter of National Conference of Puerto Rican Women	133
HOBART	
Hobart Middle School	114

INDIANAPOLIS	
American Indian Center of Indiana	169
Asian Help Services	17
BAA Indianapolis LLC	181
Baha'i Spiritual Assembly	37
Builder's Association of Greater Indianapolis	146
Butler University	51
Castleton United Methodist Church	38
Celebration of Hope	39
Children's Museum	193
Community Hospital	182
Dow Agro Sciences LLC	183
Eiteljorg Museum	28
Episcopal Diocese Task Force on Racial Reconciliation	40
Finding Common Ground Initiative	103
Freetown Village	30
Greater Indianapolis Progress Committee; Race Relations Leadership Network	105
Guion Creek Middle School	22
Heartland Film Festival; City at Peace Documentary Film	115
Hispanic Center	134
Hispanic Education Center	135
Hudson Institute; Race Relations Discussion Series	92
Indiana Black Expo	32
Indiana Civil Rights Commission	153
Indiana Division of Mental Health	185
Indiana Girl Scouts Council	195
Indiana Partners for Christian Unity and Mission	41
Indiana/Purdue University; Multicultural Job Fair	68
Indianapolis Museum of Art	33
Interfaith Alliance	42
Interfaith Leadership Council on Racial Reconciliation	106
International Center of Indianapolis	116
Indianapolis Public Schools Office of Multicultural Education	117
IUPUI	69
Jesus the Messiah Church	43
Lawrence United Methodist Church	44
Martin University	70
Metropolitan Indianapolis Board of REALTORS	147
One Hundred Black Men	196
Peace Learning Center	198
Pike Township Schools	119
Police Department	158
Second Presbyterian Church	46
Sentry Homes/HELP Realty	148
St. John's Missionary Baptist Church	47

State Personnel Department	187
United Way of Central Indiana	173
Wayne Township Schools	120
YMCA	200
Youth as Resources	199
YWCA	204
JEFFERSONVILLE	
American Commercial Lines	188
Concerned Citizens for Racial Harmony	93
Jeffersonville High School	121
Dr. Martin Luther King, Jr. Celebration	164
KOKOMO	
Indiana Migrant Head Start	137
Indiana University at Kokomo	66
NAACP	23
St. Joan of Arc Catholic Church	139
LAFAYETTE	
Community Family Resource Center	141
Latino Coalition of Tippecanoe County	142
Museums at Prophetstown	170
YWCA	206
LAWRENCEBURG	
Greendale Middle School	24
LEBANON	
American Indian Council	171
LOGANSPORT	
All Saints Parish	48
Community School Corporation	122
Little Turtle Waterway Corporation	124
Performing Arts Council	34
State Police	159
MADISON	
Human Relations Commission	25
MARION	
Grant County Ethnic Diversity Task Force	95
Dr. Martin Luther King, Jr. Celebration	165

MARTINSVILLE	
Faith Church	50
First Presbyterian Church	50
Metropolitan School District of Martinsville	125
Ministerial Association	49
PRIDE	80
YMCA	80
MICHIGAN CITY	
Human Rights Commission	155
Dr. Martin Luther King, Jr. Celebration	166
MISHAWAKA	
CURE Rally	82
MUNCIE	
Human Rights Commission	96,167
Dr. Martin Luther King, Jr. Celebration	167
PERU	
Miami Nation of Indians of the State of Indiana	172
RENSSELAER	
Cultural Diversity Fair	83
RICHMOND	
Human Rights Commission	97
YWCA	207
SOUTH BEND	
Human Rights Commission	98
Indiana University	67
Dr. Martin Luther King, Jr. Celebration	168
Memorial Hospital	189
Urban League	178
TERRE HAUTE	
Indiana State University	55
Vigo County Schools	126
YWCA	208
WEST LAFAYETTE	
City of West Lafayette and West Lafayette Parks & Recreation Department	35
Purdue University:	
Black Cultural Center	73
International Center	74
Tippecanoe County Study Circles	94

RESOURCE GUIDE

One America: The President's Initiative on Race: President Clinton asked all American's to join him in an effort to combine thoughtful study, constructive dialogue, and positive action to address the continuing challenge of how to live and work more productively as One America in the 21st century. To share thoughts, experiences and comments, the address is:

*President's Initiative on Race
ATTN:PIRI
New Executive Office Building
Washington, D.C. 20503
E-mail: Oneamerica@whitehouse.gov*

One America Dialogue Guide is a manual designed to facilitate group dialogues on race relations. A collaborative effort by President Clinton's Initiative on Race, the U.S. Department of Justice, and several national organizations specializing in race dialogues, the manual can be downloaded from the internet (www.whitehouse.gov/initiatives/oneamerica). See *Dialogue Guide Appendix* for text.

One America Web Site is a comprehensive list of community race relation programs and dialogues being conducted throughout the country, known as "Promising Practices" which are indexed and can be viewed by geographic region or by subject (www.whitehouse.gov/initiatives/oneamerica).

Hope in the Cities assists communities in building diverse coalitions with people in religious and community organizations. Resources include a video, *Healing the Heart of America*, and a dialogue series based on *A Call to Community*, which has been endorsed by more than 100 national and local leaders as a basis for conversation. A recently produced *Community Resource Manual* documents process steps and case studies. See *Dialogue Guide Appendix* for partial discussion guide text and video information; see *Supplemental Materials Appendix* for additional reading list.

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Anti-Defamation League (ADL) is a leader in developing materials, programs, and services for schools, communities, workplace settings, college campuses, and law enforcement agencies. Their resources build bridges of communication, understanding, and respect among diverse racial, religious, and ethnic groups. *ADL Resources for Classroom and Community* is a catalogue containing training films, classroom activities and curriculum, posters, videos, CD roms, and cassettes. *See Supplemental Materials Appendix for partial catalogue listings. Also see "World of Difference Institute," an educational division of the ADL, in Additional Resources Appendix.*

Regional:

*Anti-Defamation League
42 E. Gay Street, Suite 814
Columbus, OH 43215
Tel: (614) 621-0601
E-mail: columbus@adl.org*

National:

*Anti-Defamation League
823 United Nations Plaza
New York, NY 10017
Tel: (212) 490-2525 Fax: (212) 867-0779
Website: www.adl.org*

National MultiCultural Institute (NMCI) provides training, development, and technical assistance on all aspects of organizing and facilitating dialogue groups. They typically work with corporations, government agencies, professional associations, non-profit organizations, hospitals, and schools and universities. *See Supplemental Materials Appendix for partial list of diversity training publications.*

Available resources include:

- . National Conferences
- . Diversity Training for Dialogue Facilitators and Diversity Trainers
- . Diversity Consulting
- . Educational Resource Materials
- . Multicultural Mental Health Referral Network
- . Workshops

A partial list of workshops include:

- . Reducing Prejudice and Bias
- . Recruiting, Interviewing, and Hiring a Culturally Diverse Staff
- . Serving a Culturally Diverse Client Base
- . Mediating Multicultural Conflict
- . Cross-Cultural Counseling
- . Creating a Multicultural Environment in Education
- . Cultural Competence in Health Care

*3000 Connecticut Avenue, NW
Suite 438
Washington, D.C. 20007
Tel: (202) 483-0700 Fax: (202) 483-5233
E-mail: nmci@nmci.org
Website: www.nmci.org*

CES National Center for Diversity facilitates diversity education through local, state, and national partnerships with the Cooperative Extension System, educational institutions, public and private sector agencies, and community organizations. Services are designed for educators in schools, universities, and agencies; trainers in the public and private sector; directors and program managers; volunteer and outreach workers; counselors and social workers; and health, human, and community service professionals.

Available services include:

- . Plenary presenters and panelists for regional, national, and international conferences
- . *Faces of Diversity* newsletter about diversity and multicultural issues
- . National symposium on diversity initiatives developed and implemented throughout the Extension System and within other organizations
- . Program planning and training advice
- . Educational resources and assessment strategies
- . Catalogues, books, articles, training materials, curricula
- . On-site resource library
- . Information collection on diversity initiatives, activities, programs, and resource persons
- . Diversity training workshops

Workshop and seminar topics can be tailored to meet the needs of individual organizations; a partial list includes:

- . Assessing and Understanding the Dynamics of Diversity in Your Organization
- . Breaking Free, Living Free in a Multicultural World
- . Building Cultural Competence: Transforming the “Self” from the Inside
- . Creating a Culture of Inclusion
- . Developing a Multicultural Camp Experience
- . Diversity at Work and Beyond
- . In-Reaching to Diverse Audiences and Communities
- . Multicultural Education Techniques
- . Organizational Change and Diversity in Your Programs
- . Recruitment and Retention of a Diverse Staff
- . Reflecting Diversity in Program and Personnel Evaluations
- . Teamwork with Diversity
- . Understanding Learning Styles to Enhance Teaching and Program Development Using a Cultural Competence Approach
- . Using Demographics and Statistics
- . World Views: Global Forms of Being Through Indigenous Knowledge

Kentucky State University

Box 196

Frankfort, KY 40601

Tel: (502) 227-5904 Fax: (502) 227-5933

Website: www.cyfernet.org/diversity

E-mail: jharris@gwmail.kysu.edu



The Green Circle Program facilitated by individuals/organizations within the community, uses a series of presentations and/or workshops to promote intergroup awareness, understanding and cooperation, and enhanced self-esteem.

Green Circle I (K-6th grade) is a highly participatory series of presentations and follow-up activities designed to help children develop an awareness, understanding, and appreciation of human differences, while encouraging a positive sense of self worth. A flannelboard presentation and dramatic stories focus on the different ways people include or exclude others from their world. Follow-up activities consist of games, arts, crafts, and songs.

Green Circle II (Junior and Senior High) offers a series of workshops and conferences to encourage open discussion, examine stereotyping and prejudice, and explore strategies for problem solving and conflict resolution in a pluralistic society.

Green Circle III (Adult Groups and Organizations) workshops focus on experiential learning opportunities which facilitate a better understanding of the change process in the life of the individual, group, or organization.

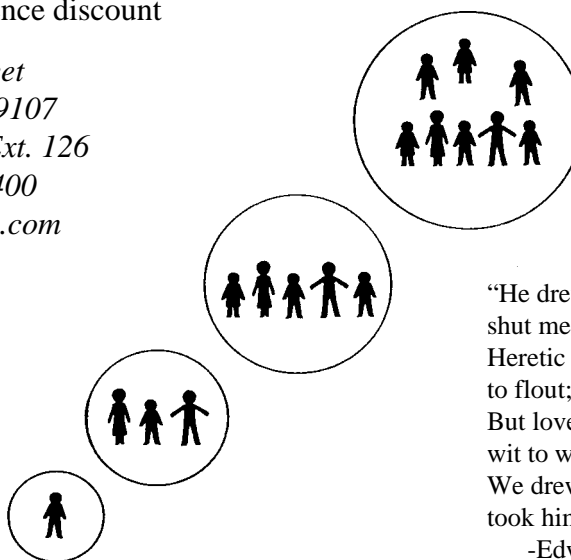
Individuals and organizations who wish to become a Green Circle facilitator in order to conduct presentations in their community are required to obtain a membership:

- . \$30 for individual
- . \$80 for groups up to three; additional memberships are \$15
- . \$150 for groups of thirty or more; additional memberships over ten people are \$10

Membership provides the following services:

- . Discounted purchase of Green Circle presentation/facilitator materials
- . "Our Widening Circle" newsletter published three times a year
- . Access to planning and development services from the national organization
- . Annual national conference discount

1300 Spruce Street
Philadelphia, PA 19107
Tel: (215) 893-8418 Ext. 126
Fax: (215) 893-8400
E-mail: ntlgcp@aol.com



"He drew a circle that
shut me out -
Heretic rebel, a thing
to flout;
But love and I had the
wit to win.
We drew a circle that
took him in."

-Edwin Markham

Educators for Social Responsibility is nationally recognized for promoting children's ethical and social development through its leadership in conflict resolution, violence prevention, and intergroup relations. ESR's mission is to help young people develop the skills and convictions needed to shape a safe, sustainable, and just world. Since 1982, they have worked to advance teaching for social responsibility as a core practice in the schooling and upbringing of children.

ESR is a leading source of innovative curriculum materials and training for educators, parents, administrators, and community members who seek to create a caring, creative, and effective learning environment by focusing on issues of peacemaking and conflict resolution. Their work fosters social, emotional, and ethical development among children by helping them learn to:

- . care about others
- . resolve conflicts nonviolently
- . solve problems cooperatively
- . value diversity
- . make responsible decisions
- . confront prejudice
- . take positive, meaningful action

Each year ESR reaches over 25,000 educators who affect the lives of over half a million young people through materials, workshops, conferences, and on-site training covering such topics as conflict resolution, the building of peaceable classrooms, and diversity in school communities. Additionally, they conduct projects and programs in a variety of educational settings, including K-12 classrooms and afterschool, early childhood, and summer youth programs.

ESR's largest initiative, the Resolving Conflict Creatively Program, is a comprehensive, K-12 school-based program in conflict resolution and intergroup relations that provides a model for preventing violence and creating caring, learning communities. It has been disseminated to over 350 schools and has been sighted as one of the most successful programs of its kind in the country.

Members of ESR (\$35 for individuals; \$20 for low-income individuals) receive the newsletter, *Forum*, three times a year, a 10 percent discount on all purchases, and the most current information concerning national conferences, institutes, and resources. See "Educators for Social Responsibility" in *Supplemental Materials Appendix* for partial catalogue listings.

23 Garden Street
Cambridge, MA 02138
Tel: 1 (800) 370-2515 Fax: (617) 864-5164
E-mail: esrmain@igc.apc.org
Website: esrnational.org

Viewing Race - Many organizations across the country have risen to the challenge of dealing with the important yet difficult topic of race. Viewing Race assists these organizations by providing them with access to the best independent documentary and narrative films that explore race, racism, diversity, and tolerance. The goal is to encourage the use of video as a means of stimulating dialogue about diversity. These resources are appropriate for public libraries, university level academic departments, campus diversity programs, grade and high schools, prisons and police departments, religious and cultural institutions, federal, state, and municipal government agencies, the military, and national and grassroots training and discussion groups. See "Viewing Race" in *Supplemental Materials Appendix* for list of films.

Resources include:

- . A publication with detailed descriptions of over 70 films and videos
- . Practical, hands-on programming suggestions on how to implement constructive dialogues with various audiences
- . Annotated videography for reference and teaching
- . A website which provides users with a forum to discuss their experiences in programming and using the films, audience reactions, and other relevant issues

National Video Resources

74 Spring Street, Suite 606

New York, NY 10012

Tel: (212) 274-8080 Fax: (212) 274-8081

Website: www.nvr.org

Healing Our Nation is committed to educating the public and the institutions in the United States to overcome personal and institutional prejudice.

Workshops:

Level 1: Understanding Prejudice & Race- This course helps people understand the complexities of prejudice and race and how they impact individual lives and the nation.

Level 2: Building Partnerships- This course continues where Level 1 leaves off. Participants come to understand how building partnerships to overcome prejudice fosters personal clarity, wisdom, and courage.

Level 3: Strategic Planning to Overcome Institutionalized Racial Prejudice Where I Live, Work, or Pray- Through brainstorming and strategic planning, participants come to see the value of their individual initiative and collective action.

Level 4: Addressing Internalized Oppression- This workshop helps people explore internalized oppression and understand what happens when different groups of people are systematically mistreated over long periods of time.

P.O. Box 16015

St. Louis MO 63105

Phone: (314) 361-6880 Fax: (314) 361-5890

E-mail: healrace@aol.com

A World of Difference Institute (AWOD), a division of the Anti-Defamation League, offers a variety of resources to explore diversity and improve intergroup relations. Resources include training programs, needs assessment, seminars, workshops, lectures, simulation activities, videos, role playing, curriculum, case studies, and discussion groups. AWOD has four divisions:

Classroom: This program addresses diversity issues in pre-kindergarten through 12th grade; more than 350,000 teachers who are responsible for nearly 12 million students have participated in this program. AWOD provides training for teachers and administrators, peer training for students, after-school programs designed to promote self-esteem and respect, and special events and programs throughout the year such as essay and art contests.

Campus: Used by over 500 colleges and universities, this program helps administrators, faculty, and students to examine stereotypes, expand cultural awareness, explore diversity, and combat racism. On-site workshops are available.

Community: This program offers diversity skills and strategies to community organizations; there is also a specially designed program for law enforcement professionals.

Workplace: Designed by human relations specialists, this program has worked with over 100,000 adults to improve communications, reduce conflict, and enhance productivity in a diverse workforce.

*Anti-Defamation League
823 United Nations Plaza
New York, NY 10017
Tel: (212) 490-2525 Fax: (212) 867-0779
Website: www.adl.org*

Study Circles Resource Center (SCRC) is a project of the Topsfield Foundation, a private, nonprofit, nonpartisan foundation whose mission is to advance deliberative democracy and improve the quality of public life. The SCRC operates by creating study circle organizing and discussion materials, distributing those materials free of charge to organizers of large study circle programs, and providing free technical assistance to organizers. *See Dialogue Guide Appendix for partial text and additional information.*

*697 Pomfret Street, P.O. Box 203
Pomfret, CT 06258
Tel: (860) 928-2616 Fax: (860) 928-3713
E-Mail: scrc@neca.com*

Facing History and Ourselves is a national educational and teacher training organization whose mission is to engage students of diverse backgrounds in an examination of racism, prejudice, and anti-Semitism in order to promote the development of a more humane and informed citizenry. Facing History was one of 12 national organizations invited to a “Town Meeting” chaired by President Clinton in Akron, Ohio; this organization is also listed on the White House website: www.whitehouse.gov under “Promising Practices.” The following resources are provided:

Programs for Teachers - Facing History provides teachers with an array of workshops, seminars, and conferences which provide unique opportunities to meet leading scholars, discuss current research, and explore innovative teaching practices.

Programs for Students - Facing History students participate in a variety of programs. Some of the programs tap creativity by providing opportunities for artistic expression, while others break isolation and promote understanding by encouraging discussion and community service.

Resources - A Speaker’s Bureau brings to the classroom people who inspire students to think critically about the choices they have to make as individuals within a society and the consequences of those decisions. These speakers are scholars, writers, artists, and professionals who have thought deeply about prejudice, discrimination, and democratic participation.

Schools who use Facing History have access to a lending library of videos, books, posters, and class sets of selected books. These are on loan to educators who have attended a Facing History workshop or training institute. The *Facing History and Ourselves: Holocaust and Human Behavior* resource book is the core text of the curriculum and is necessary in order to use those materials which are referenced in the catalogue. Many of the materials though, which do not require the resource book, can be used as supplemental resources. See “Facing History and Ourselves” in *Supplemental Materials Appendix for partial catalogue listings*.

16 Hurd Road
Brookline, MA 02146
Tel: (617) 232-1595 Fax: (617) 232-0281
Website: www.facing.inter.net



SHINE (Seeking Harmony In Neighborhoods Everyday) is committed to promoting tolerance, reducing violence, and increasing the self-esteem of students in the United States, while celebrating the unity of all Americans. SHINE reaches over 14 million kids a month through music, art, television, film, and the internet, encouraging children to appreciate their commonalities and work creatively together. Student participants are asked to sign a Unity Pledge, committing them to act positively and responsibly concerning issues of diversity. SHINE organizers are working toward National Unity Day to be held in the year 2000; the event will acknowledge every child who has participated in the project.

SHINE in-school distribution is available at no cost through their website; their curriculum is provided free to 2 million teachers through the National Education Association (NEA). The program has been recognized by the President's Initiative on Race as a "Promising Practice" for the future of America.

The SHINE project is divided into three parts:

- . **Website for children** to teach about cultural harmony, non-violence, and self-esteem
- . **Website for parents** with new ideas and activities constantly being posted to share with their children; activities consist of art projects, learning exercises, things to do, and ways to talk to kids about racial harmony
- . **Website for teachers** with lesson plans and creative projects for classroom use in teaching cultural diversity, tolerance, non-violence, and self-esteem. SHINE also offers training workshop

P.O. Box 22463
Trenton, NJ 08607
Tel: (609) 396-6267
E-mail: shinemail@aol.com
Website: www.shinesite.org



National Coalition Building Institute (NCBI) is a nonprofit leadership training organization working to eliminate intergroup conflict and prejudice whether it is based on race, nationality, religion, gender, socio-economic class, sexual orientation, age, physical ability, or occupational/life circumstances. The NCBI's approach begins with a corps of community leaders who are taught bridge-building skills. The local leadership team embodies all sectors of the community including elected officials, law enforcement officers, government workers, educators, students, business executives, labor union leaders, community activists, and religious leaders. These community leaders work together as a resource team, offering prevention-oriented programs to deal with prejudice and intergroup tensions. Currently, the NCBI has 50 city-based leadership teams, 30 organization-based teams, and over 40 college/university based teams. Services include:

Leadership Training Institutes - Participants learn skills for providing leadership in ending discrimination, reducing intergroup conflict, and building multigroup coalitions.

Training of Trainers Program - Participants are taught how to lead the NCBI Prejudice Reduction Workshops and the Controversial Issues Process.

Training of High School Trainers Program - Teachers, students, parents, and administrators learn how to lead the NCBI Prejudice Reduction Workshop.

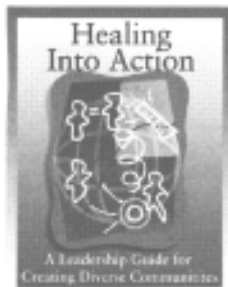
Prejudice Reduction Workshop - Participants identify and work through stereotypes and misinformation about other groups and celebrate personal diversity.

Welcoming Diversity/Building Community in the Workplace - After the NCBA consults with an organization to perform a diversity need's assessment, a cluster of training seminars is designed to empower individual employee diversity initiatives.

School-Based Violence Prevention Program - This program focuses on the needs of schools that are seeking to prevent intergroup tensions and violence.

College and University Program - This program trains campus teams to lead prejudice reduction programs in a variety of campus settings.

Constituency Group Caucuses and Retreats - These events allow leaders who have the same heritage to celebrate their common history and to share their ideas.



Healing Into Action is a culmination of what NCBI has learned during more than a decade of working with intergroup issues. The manual contains a collection of simple, common-sense principles that can be put into practice immediately.

1835 K Street NW, Suite 715
Washington, D.C. 20006
Tel: (202) 785-9400 Fax: (202) 785-3385
Website: www.ncbi.org

Teaching Tolerance is a project of the Southern Poverty Law Center. It provides teachers with resources and ideas for promoting interracial and intercultural understanding. Resources include videos and teaching guides K-12. *Teaching Tolerance* magazine is mailed free semi-annually to teachers. For a free subscription send a request on school letterhead to the address or fax below.

Text from the *Teaching Tolerance* magazine can be downloaded from the internet. A partial list of magazine topics include:

Honoring Dr. Martin Luther King, Jr.'s Legacy - This issue invites students to perform acts of Kindness for two weeks following the Martin Luther King, Jr. Holiday.

50th Anniversary of the Universal Declaration of Human Rights - This issue encourages students to explore human rights issues. As one teacher said, "It's the original diversity education. Human rights recognize the common humanity underlying our differences." The issue also includes a Human Rights Questionnaire and a list of websites for exploring human rights activities and resources. See "*Teaching Tolerance*" in *Supplemental Materials Appendix* for partial list.

Native Americans - In honor of National American Indian Heritage Month, this issue gives students an opportunity to discover the truths, triumphs, and tragedies of a people who remain a vital cultural, political, social, and moral presence in the United States.

Hispanic Heritage - This issue highlights the accomplishments of American's fastest growing minority group and offers a wealth of information for students to explore Hispanic diversity.

Peace Corps Share Cultural Experiences - On Peace Corps Day, March 13, thousands of returned Peace Corps volunteers visit classroom to share their cultural experience. World Wide Schools is a program to connect Peace Corps volunteers with schools by offering a Speaker's Bureau; to connect with this resource call 1-800-424-8580 Ext. 2283, or visit the website. (www.peacecorps.gov)

History Behind Black History Month - This issue tells the story of African American scholar, Carter G. Woodson, founder of Black History Month. See "*Teaching Tolerance*" in *Supplemental Materials Appendix* for Black History websites.

Religious Freedom Day - Celebrated on January 16, this issue gives a history of conflict over religious differences, excerpted from the book *Us and Them*. It provides students with an opportunity to explore the fundamental American right of religious tolerance.

Continued...

Teaching Tolerance, Continued

Get Connected - This issue provides a list of educational materials and websites to help educators teach multicultural learning and diversity issues. *See "Teaching Tolerance" in Supplemental Materials Appendix for partial listings.*

Little Rock Revisited - This issue celebrates the 40th anniversary of Little Rock's Central High School's desegregation, focusing on the experiences of 15-year-old Elizabeth Eckford, one of the first nine black students to integrate the school.

*Southern Poverty Law Center
400 Washington Avenue
Montgomery, AL 36104
Tel: (334) 264-0286 Fax: (334) 264-3121
Website: www.splcenter.org*

Educational Resources Information Center (ERIC) Clearinghouse on Urban Education

To make the large volume of information accessible to educators and the public, the ERIC publishes summaries, syntheses, and analyses of existing resources that are relevant to urban and minority education. These resources include the following types of publications:

The **Urban Diversity Series** consists of monographs, literature, research reviews, and annotated bibliographies concerning educational, socioeconomic, and social/psychological issues involved in the development of diverse urban populations.

The **Trends and Issues Series** explores social and educational developments which are changing the nature of schooling for urban and minority students.

ERIC Digests draw together and capsule key resources on educational issues; they may also be devoted to summaries of single reports or studies that are of major importance.

Information Alerts are short annotated bibliographies of 10-15 documents and journal articles newly added to the ERIC database.

Parent Guides are short articles addressed to parents about their children's schooling.

Bibliographies and Directories on particular issues identify valuable documents and resources.

*ERIC Clearinghouse on Urban Education
Institute for Urban and Minority Education
Box 40 Teachers College, Columbia University
New York, NY 10027
Tel: (800) 601-4868 or (212) 678-3433 Fax: (212) 678-4012
Website: <http://eric-web.tc.columbia.edu>*

National Conference for Community and Justice (NCCJ) is a human relations organization dedicated to fighting bias, bigotry, and racism in America. The NCCJ promotes understanding and respect among all races, religions, and cultures through advocacy, conflict resolution, and education; they accomplish their mission in the following areas:

Local community dialogues involve a cross section of leadership and grass roots citizens and create a space for honest exchange about issues related to race, ethnicity, culture and religion. When a national effort to conduct Days of Dialogue on Race was undertaken, sponsors pointed to the NCCJ's work in this field as a model.

Youth residential programs provide activities for high school youth aimed at reducing prejudice and developing cross-cultural leadership skills. The NCCJ recognizes that the road to the future is paved with the understanding that young people achieve today and build upon tomorrow. Their programs reach over 300,000 young people from elementary school through college in programs designed to break down stereotypes and build respect.

Consultations and workshops are provided for institutions such as school boards, police departments, and corporations to help America's workplaces become centers of inclusion where all can work, collaborate, and achieve. The NCCJ provides intergroup workplace programming in over 500 workplaces for more than 30,000 employees and managers. The Workplace Diversity Network is a partnership with Cornell University to facilitate the exchange of strategies and best practices for respectful and productive workplaces.

National Conversation on Race, Ethnicity, and Culture is an annual satellite broadcast that provides a forum for the nation's leading thinkers to discuss and debate critical human relations issues.

Seminarians Interacting brings together theologians from different faiths to learn about various religious traditions. The NCCJ's interfaith programs currently reach nearly 25,000 individuals and involve nearly 10,000 faith leaders.

Intergroup Relations in the United States: Programs and Organizations is a free annotated directory of over 300 national and regional programs and organizations that work within the broad area of race and intergroup relations. Also included are selected research organizations and think tanks that examine these issues and foundations that fund this type of work.



nccj

The National Conference
for Community and Justice

71 Fifth Avenue, Suite 1100

New York, NY 10003

Tel: (212) 206-0006 Fax: (212) 255-6177

Website: www.nccj.org

Center for Living Democracy is a national nonprofit organization promoting citizen involvement in democratic problem-solving. A national center through which citizens learn from one another's trials and triumphs, the CLD is reaching millions of Americans by gathering and sharing materials and information produced from direct experience in communities across the nation. The Interracial Democracy Program researches and connects groups that have built bridges across America's racial divides to solve community problems. They recently published *Bridging the Racial Divide: A report on Interracial Dialogue in America*, the results of a year long survey of interracial dialogues occurring in more than 30 states and of interviews from more than 60 groups who use sustained, community-based dialogue. See "Center for Living Democracy" in *Supplemental Materials Appendix* for more about this publication. The CLD provides the following services:

American News Service (ANS) disseminates stories of interracial problem solving to 15-20 million Americans each month through national magazines, local newspapers and radio stations, and such TV networks as CBS, ABC, and Fox. Both individual and organization memberships are available; subscribers receive new articles each week, plus access to a storybank of over 800 stories. Each story ends with contact information on all sources relevant to the story.

Learning Tools Catalog includes a section on resources for interracial collaboration. See "Center for Living Democracy" in *Supplemental Resources Appendix* for partial catalogue listings.

Presentations and Workshops are listed on the Living Democracy website. The "Bridging the Racial Divide" presentation shares examples and best practices of more than 30 states who are involved in interracial dialogues.

Quarterly Newsletter, *Doing Democracy*, is subscribed to by becoming a contributor of \$25 or more to the Center for Living Democracy.

Online Dialogues provide a forum to relate personal experiences, share knowledge, deliberate questions, and brainstorm solutions on how to improve race relations in America. The Interracial Democracy Program hosts and moderates this service called "DialogOn." Participation is free to anyone with e-mail capabilities. To become a participant, 1) send an e-mail message to dialogon-request@aladdin.webrover.com; 2) put nothing in the subject; 3) in the body of the text type: Subscribe Dialogon, your first name, and your last name.

289 Fox Farm Road
Brattleboro, VT 05301
Tel: (802) 254-1234 Fax: (802) 254-1227
Website: www.livingdemocracy.org



Reaching Out is a series of seven 30-minute programs that provide an opportunity for people to come together in dialogue across barriers of race, class, and culture. The television series, along with the *Viewer's Guide*, offers tools and practices for deepening compassion and wisdom when responding to cultural diversity. The project encourages people to form viewing groups for the broadcasts. The website provides complete verbatim transcripts of each program along with an opportunity for viewers to post their thoughts and responses. The cost for the Reaching Out series is \$108 including shipping and handling.

6116 Merced Avenue, #165

Oakland, CA 94611

Tel: (510) 665-6545 Fax: (510) 832-0444

Website: www.reachingout.org

REACH (Respecting Ethnic and Cultural Heritage) provides technical services to assist in creating strategic and long-term planning initiatives which support effective, connected learning communities for change. A partial list of available services include:

One and Two Day Curriculum Training Sessions:

Reach for Kids is for grades K-6 and helps educate a new generation of Americans able to deal more effectively with national diversity and global complexity. The curriculum contains sample multicultural/global units at each grade level and gives teachers practical models and classroom-proven lessons for immediate application. The lessons are keyed from the national social studies scope and sequence, so that they can be integrated into the school's existing curriculum.

Project Reach is for middle/junior high level students and has been declared "an exemplary program" by the U.S. Department of Education. The program is designed for infusion into the regular U.S. History and/or social studies program. The intent is to increase knowledge and understanding of cultural diversity while simultaneously reducing social distance between groups. The REACH curriculum includes four phases: communication skills, cultural self-awareness, multicultural knowledge, and cross-cultural experience.

High School Reach shows teachers how to infuse this program into their own lessons and curriculum. There is a teacher's guide filled with examples created by other teachers, covering nearly all subject areas including business, math, and science. The program's model incorporates the following into its design: affective and moral development, cooperative learning, critical thinking skills, interdisciplinary/integrated learning, and thematic or conceptual infusion.

Leadership for Diversity for Administrators and School District Personnel: During these sessions, all participants explore basic diversity principles and concepts that establish positive leadership skills for implementing cultural awareness and valuing diversity strategies. In addition, REACH team-building exercises are implemented to facilitate the process of assessing the school district's diversity needs and to design specific action steps to address those needs.

continued...

REACH , Continued

Student Leadership for Diversity: Specialized one or two-day workshops are designed for young people interested in becoming proactive and co-responsible citizens for diversity. After these sessions, youth participants are able to conduct peer-to-peer support and intervention strategies, in addition to planning, implementing, and overseeing future leadership diversity activities for their peers, educators and/or community members.

School/Community Forums: A one-day Community Forum involves business and parent groups. Students, educator, and community leaders work together to design strategies that help support diversity initiatives and establish positive multicultural environments in schools and the community.

Training of Trainers: Intensive seminars and a certification process are made available for individuals who have previously attended a REACH training and want to become REACH trainers.

See “Reach Center” in Supplemental Materials Appendix for educational resources.

*Reach Center
4464 Fremont Avenue North; Suite 300
Seattle, WA 98103
Phone: (206) 545-4977 Fax: (206) 545-6550
E-mail: reach@nwlink.com*

Community Relations Service (CRS) of the U.S. Department of Justice was created by Title X of the Civil Rights Act. The mission of the Service is to prevent and resolve community conflict and reduce community tensions arising from actions, policies, and practices perceived to be discriminatory on the basis of race, color, and national origin. The CRS offers assistance to communities in resolving disputes relating to race, color, or national origin and facilitates the development of viable agreements as alternatives to coercion, violence, and litigation.

It also assists and supports communities in developing local mechanisms as proactive measures to prevent or reduce racial/ethnic tensions. Services provided include conciliation, mediation, technical assistance, and training. The Service has published reports on police and urban youth relations, reducing racial violence in schools, and a community-wide approach to resolving racial tension.

*U.S. Department of Justice
600 E Street, NW, Suite 2000
Washington, DC 20503
Phone: (202) 305-2935 Fax: (202) 305-3009
Web site: www.usdoj.gov/offices/crs.html*

Indiana Historical Society is a private, independent membership organization dedicated to collecting, preserving, and promoting the state's history. With the support of approximately 10,000 members, the IHS actively collects materials on the history of Indiana through its Library Division; publishes books on Indiana's heritage through its Publications Division; and offers research and learning opportunities through its Education Division. For a partial list of publications available, see "*Indiana Historical Society*" in the *Supplemental Materials Appendix*. In addition, the IHS sponsors such programs as:

- . The Indiana Junior Historical Society reaching over 4,000 youngsters
- . The Talking Books program that records 100 new books and magazines about Indiana and circulates more than 25,000 items each year to the visually impaired
- . Research grants and scholarships totaling more than \$250,000
- . Annual teacher workshops for more than 200 elementary and high school teachers
- . Technical services, management assistance, and traveling exhibitions for local historical organizations throughout the state

*315 West Ohio Street
Indianapolis, IN 46202-3299
Tel: (317) 232-1882
Toll Free: 1-800-447-1830
Fax: (317) 233-3109
Website: <http://www.indianahistory.org/>*

Dr. Martin Luther King, Jr. Web Sites:

*Dr. Martin Luther King, Jr. Center for Nonviolent Social Change: <http://www.thekingcenter.com/>

*Access Indiana Teaching & Learning Center: <http://tlc.ai.org/mlkindex.htm>
See Link to "Holiday Lesson Plans & Activities":

- | | |
|---------------------------------------|--------------------------|
| . Dr. Martin Luther King, Jr. Holiday | . Islam Holidays |
| . Black History Month | . Hindu Holidays |
| . Kwanzaa | . Jewish Holidays |
| . Chinese Festivals | . Multicultural Calendar |
| . Latin/Mexican Holidays | |

*City of Bloomington Dr. Martin Luther King, Jr. Commission: www.city.bloomington.in.us/cfrd/mlkcurr.htm

*Monroe County Community School Corporation Students' Dr. Martin Luther King, Jr. Web Pages: www.mccsc.edu/mlkjbcc.html

Human Rights/Relations Commissions In Indiana

Anderson Department of Human Relations
Mildred Powell, Executive Director
P.O. Box 2100
Anderson, IN 46018-2100
(765) 648-6135

Bloomington Human Rights Commission
Barbara McKinney, Executive Director
Municipal Building P.O. Box 100
Bloomington, IN 47402-0100
(812) 349-3429

Columbus Human Rights Commission
Arlette Tinsley, Executive Director
123 Washington Street, #5
Columbus, IN 47201-6774
(812) 376-2532

East Chicago Human Rights Commission
Mary Hagler, Executive Director
4506 Tod Avenue
East Chicago, IN 46312-3254
(219) 391-8477

Elkhart Human Relations Commission
Vaughn Moreno, Executive Director
229 South Second Street
Elkhart, IN 46516-3112
(219) 294-5471

Evansville Human Relations Commission
Floyd Edwards, Executive Director
1 NW Martin Luther King Jr. Blvd.
Evansville, IN 47708-1831
(812) 436-4927

Fort Wayne Human Relations Commission
Leslie Raymer, Executive Director
1 E. Main Street, Room 680
Fort Wayne, IN 46802-1804
(219) 427-1146

Gary Human Relations Commission
Doris Carbins, Executive Director
475 Broadway
Gary IN 46402-1204
(219) 883-4151

Hammond Human Relations Commission
Lynn Bloom, Executive Director
5925 Calumet Avenue
Hammond, IN 46320-2556
(219) 853-6502

Indiana Civil Rights Commission
Sandra D. Leek, Executive Director
100 N. Senate Avenue, Rm. N103
Indianapolis, IN 46204
Office: (317) 233-6549 Fax: (317) 232-6580
Toll Free: (800) 628-2909
Web Site: <http://www.state.in.us/icrc>

Indianapolis Division of Equal Opportunity
Robert Ramson, Administrator
129 East Market, Suite 300
Indianapolis, IN 46204
(317) 327-5262

Jeffersonville Human Relations Commission
Karlene Botoroff, Chairperson
City-County Building, Mayor's Office
Jeffersonville, IN 47130
(812) 285-6400

Kokomo Human Rights Commission
Carolyn Covington, Executive Director
City Hall, 100 South Union Street
Kokomo, IN 46901-4608
(765) 456-7460

Lafayette Human Relations Commission
Virginia Need, Commissioner
1208 Hartford Street
Lafayette, IN 46904-2029

LaPorte Human Rights Commission
Myrna Harder, Chairperson
City Hall
801 Michigan Avenue
LaPorte, IN 46350-3502
(219) 362-8220

Marion Human Relations Commission
Lillian Roebuck, Executive Director
301 S. Branson Street, Room 331
Marion, IN 46952-4008
(765) 668-4408

Michigan City Human Rights Commission
Cynthia Davis, Executive Director
100 E. Michigan Blvd.
Michigan City, IN 46360-3265
(219) 873-1429

Muncie Human Rights Commission
Phyllis Bartleson, Executive Director
300 N. High Street
Muncie, IN 47305-1644
(765) 848-4854

New Castle Human Relations Commission
Connie Trout, Executive Director
911 Lincoln Ave.
New Castle, IN 47362
(765) 529-3561

Noblesville Human Relations Commission
Rusty Bodanhorn, Administrative Officer
16 S. Tenth Street
Noblesville, IN 46060
(317) 776-6324

Richmond Human Rights Commission
Rev. Ronald Chappell, Executive Director
50 N. Fifth Street
Richmond, IN 47374-4247
(765) 983-7235

South Bend Human Rights Commission
Lonnie Douglas, Executive Director
City-County Building
227 W. Jefferson Blvd.
South Bend, IN 46601

Terre Haute Human Rights Commission
Esther Atcherson
413 Rankin Hall
Terre Haute, IN 46809

Additional Resource Notes